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**FUN AT WORK AFFECT TASK PERFORMANCE IN MANUFACTURING
COMPANIES**



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UUM
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**FUN AT WORK AFFECT TASK PERFORMANCE IN MANUFACTURING
COMPANIES**

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ABSTRACT

Manufacturing industries is one of the largest contributors to Malaysian economy. It has direct and significant contribution to gross domestic product (GDP) and job creation, and provides crucial inputs for the rest of the economy, thus having a significant effect on the investment of a country. Therefore it is important to make sure that this industry will keep doing well by time to time to maintain its performance. This study will examine one of the factors that might give some influence in this industry which is the fun at work. A total of 165 respondents have been identified for data collection during this study is conducted. 217 questionnaires were distributed to employees of different manufacturing companies in Penang. The data was analysed using Correlational to examine the relationship between the dependent variable and the independent variables. It is found that socializing with colleague, celebrating at work, global fun at work and personal freedom have relationship with task performance.

Key terms: Task Performance, Socializing with Colleague, Celebrating at Work, Personal Freedom, Fun at Work

ABSTRAK

Industri perkilangan merupakan salah satu penyumbang terbesar kepada ekonomi Malaysia. Ia mempunyai sumbangan langsung dan signifikan kepada Keluaran Dalam Negara Kasar (KDNK) dan penciptaan lapangan pekerjaan, dan menyediakan input penting bagi seluruh ekonomi, dengan itu memberi kesan yang signifikan terhadap pelaburan sebuah negara. Oleh itu, penting untuk memastikan bahawa industri ini akan terus berjalan dengan baik dari semasa ke semasa untuk mengekalkan prestasinya. Kajian ini akan mengkaji salah satu faktor yang mungkin memberi pengaruh dalam industri ini iaitu Keseronokan di Tempat Kerja. Sejumlah 165 responden telah dikenalpasti untuk pengumpulan data semasa kajian ini dijalankan. Soal selidik 217 telah diedarkan kepada kakitangan syarikat perkilangan yang berlainan di Pulau Pinang. Data dianalisis dengan menggunakan Korelasi untuk mengkaji hubungan antara pemboleh ubah bergantung dan pembolehubah bebas. Adalah didapati bahawa bersosial dengan rakan sekerja, meraikan di tempat kerja, Keseronokan di tempat kerja dan kebebasan peribadi mempunyai hubungan dengan prestasi tugas.

Kata Kunci: Prestasi Tugas, Bersosial dengan rakan sekerja, Meraikan di Tempat Kerja, Keseronokan di Tempat Kerja, Kebebasan Peribadi

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CHAPTER 1

INTRODUCTION

1.1 Background of Study

Each of organization do performs with the assist of living and non-living resources. Machine, material and money are the non-living ones while only one element for living resources which is men. These four 'M' elements are important to every organization to keep the business grow well. Manpower will utilize the other resources to gives the output. But if this one and only living resources could not available, then the other three resources are useless and could not produce any outcomes. It means that men are the most important element for any organization as it has huge role in quality and productivity. Therefore, if the other resources got lack of attention from men, it will cause the decrease of profitability of the organization. In Mamoria and Gankar (2009), Oliver Sheldon mentions that no industry can be rendered efficient so long as the basic fact remains unrecognized that it is principally human.

Workplace may have a numbers of individuals that come from different socio-religious, group, age, sex and maybe from different educational or literacy standards. These individuals not only can have the same pattern and characteristic of behavior at a certain level during working but also may exhibit the dissimilarity from each other. Even though technology used at workplace is the latest and the most advanced, it still might not fulfill all the requirement of outcomes in economy performance and need to utilize human potential to produce it. Therefore, the management needs to realize that not only

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Survey Questionnaire

A Study of Task Performance : How Fun at Work could Effect on Task

Performance in Manufacturing Industries

- 1. This questionnaire concerns on the fun at work of employees and how it affected the employee's task performance of manufacturing industries.**
- 2. All information given in this questionnaire will be kept STRICTLY CONFIDENTIAL. Your responses will be used in on aggregate form with other responses.**
- 3. If you have any enquiries, please contact me at details below.**

Nur Liyana Binti Abdullah
Msc. Management College of Business
University Utara Malaysia
Email: ana.yana16@yahoo.com
Phone: +6013-6858353

Thank you for participating in this study

SECTION A

Please tick (✓) your answer on the following question

1. Gender / Jantina

☐

Male

☐

Female

2. Age

☐

18 – 23

☐

24 – 41

☐

42-52

☐

53- 63

☐

≥ 64

3. Race

☐

Malay

☐

Chinese

☐

Indian

☐

Others please state.....

4. Length of Service

☐

< 5 years

☐

5 - 10 years

☐

11 – 15 years

☐

> 15 years

SECTION B

**Please mark (X) the number from the evaluation options that is closest to your personal experience. If you do not have any experience of the topic, please mark (X).
Evaluation scale:**

- 1 – Never
- 2 – Rarely
- 3 – Sometimes
- 4 – Often
- 5 – Always

Activities	1	2	3	4	5
Socializing with Colleagues					
1. Socializing with colleagues at work					
2. Socializing with colleagues outside of work					
3. Friendships at work					
4. Sharing each other's stories					
5. Joking with colleagues					
6. Sharing food with colleagues					
Celebrating at Work					
1. Celebrations at work					
2. Company provided refreshments					
3. Office parties					
4. Observing birthdays and other events					
5. Throwing parties to recognize accomplishments					
6. Festivities during holidays and other special times					
Personal Freedom					
1. Relaxed dress code					
2. Personal music is allowed					
3. Taking breaks from work					
4. Going out to lunch with colleagues					
5. Autonomy/freedom at work					
6. Playing around at work					

**Please mark (X) the number from the evaluation options that is closest to your personal experience. If you do not have any experience of the topic, please mark (X).
Evaluation scale:**

1 = Extremely disagree, 2 = Slightly disagree,
3 = Neutral,
4 = Slightly Agree, 5 = Extremely Agree

Activities	1	2	3	4	5
Fun at Work					
1. This is a fun place to work					
2. My direct supervisor seems to value fun					
3. My company has a fun atmosphere					
4. Most people here have fun at work					
5. The overall climate of my company is fun					
6. My supervisor encourages fun at work					
Task Performance					
1. I adequately completes assigned duties					
2. I do fulfils responsibilities specified in job description					
3. I performs tasks as needed					
4. I meets formal requirements of the job					
5. I engages in workshop and activities that will directly affect my performance					
6. I neglects aspects of the job that I obligated to perform*					
7. Fails to perform essential duties*					